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EAST BAY LABOR JOURNAL

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SINGLE COPIES TEN CENTS

from the EDITOR'S CHAIR

Where they stand

Some time ago, this column suggested that in judging the rightwing, we check them on their position on major matters which have to do with the right of people to earn a decent living.

I pointed out that the rightwing was highly self-righteous, setting itself up as a defense against immorality, treason and anarchy. Some rightwingers with whom I've had contact have a very foggy idea of what those words mean and actually understand them to be anything contrary to their rightwing scriptures according to St. Birch.

★ ★ ★

SO I suggested that, instead of taking their self-description as the saviors of America at face value, you check them on their positions on professional scabbing against working people, the right of farm workers to get better pay through negotiations and on big business' announced plan to whittle unions down to where they can't do much in the way of bargaining for better things for you.

And now comes a bit of corroboration of my prediction that the self-righteous rightists would be against working people on issues like these. Some of the wild-eyed crew, in fact, may never have heard of the issues until their organizations come out with their versions. When you're all wrapped up in saving people from what you see as sex and subversion, you often don't have time to acquaint yourself with such issues as wages and hours.

★ ★ ★

THE CORROBORATION is in the John Birch Society's battle against the grape boycott. Loyal Birchites have "counter-picketed" farm workers who were asking the public not to buy the grapes produced by growers who won't bargain with the union representing farm workers.

This is an issue which is clear and simple. It has nothing to do with the fantasies of the Birchers that they are the defenders of just plain goodness against just plain badness.

The issue is simply—will farm workers and their children live decently or will they stay at a poverty level?

The boycott is aimed at bringing about bargaining and a decent standard of living. It is the only weapon the farm workers have, since their employers aren't required by law to bargain like other businesses and choose not to.

And you can see where the Birchers stand on that.

OFFICIAL NOTICES

Correspondents columns will be found on pages 4 and 5 of this edition of the Labor Journal. Unions will find notices of important meetings called by their officers on page 6.

EBMUD union moves for strike over pact demand

Here is labor's Hearst boycott list

Not quite 13 months ago, Hearst's Los Angeles Herald-Examiner turned its professional scabbing shock troops against the newspaper unions.

That attack continues, and it has cost Hearst dearly in circulation, advertising and revenue as labor fights back with a boycott counterattack, which can win if working people continue and expand their support of it.

A major labor target is the dozen major advertisers in the scab paper and labor asks you also not to patronize any of the rich Hearst empire's publications.

The Hearst advertisers on the boycott list are:

J. C. Penney, Sears Roebuck

& Company, The May Company and its affiliates in other major cities, General Tire and Rubber Company, Firestone Tire & Rubber Company, Goodyear, B. F. Goodrich, Seagram Distillers including all its brands, American Tobacco Co. and all its products, General Motors, all divisions; Calvert Distillers and all brands, Kraft Foods and all products.

And these are the nationwide Hearst chain publishing empire's publications which labor also asks you not to patronize:

MAGAZINES—Eye Magazine, Cosmopolitan, Good Housekeeping, Harper's Bazaar, The House Beautiful, Popular Me-

chanics, Town & Country, Motor, Motor Boating, Sports Afield, Bride and Home.

PAPERBACK BOOKS—Avon.

RADIO-TV—WTAE, Pittsburgh, Penn.; WISN, Milwaukee; WABL, Baltimore; WAPA, San Juan, Puerto Rico.

NEWSPAPERS—San Francisco Examiner, Los Angeles Herald-Examiner, Seattle Post-Intelligencer, San Antonio, Tex. Light; Boston Record-American, Boston Sunday Advertiser, Baltimore News-American, Albany, New York, Times-Union and Knickerbocker News.

NEWS SYNDICATES—King Features, Hearst Headline Service.

Membership OKs request for sanction

Members of AFSCME-East Bay Municipal Utility District 444 have voted to ask strike sanction against the district unless management ends its opposition to a collective bargaining agreement.

Local 444 and EBMUD management representatives met December 20 and management refused the union's request for recognition as bargaining agent in departments where the union represents a majority.

Management spokesmen indicated that they would recommend to the district board of directors that no collective bargaining agreement be signed with Local 444.

Another meeting was set for Thursday of this week, after which the union executive board was to meet and assess the situation. If management has not changed its position, sanction probably will be asked today of the Alameda County Central Labor Council executive board, said union President Manuel Pontes.

The union membership is to meet next Thursday to hear its negotiating committee's report and take action, if necessary.

The union has drafted a 19-page agreement covering working conditions. Once that agreement is effective, Local 444 plans to seek bargaining on salaries and other economic matters.

A top item on the proposed agreement is recognition. Other proposed terms include a union shop, better sick leave, vacations and overtime provisions, more paid holidays and district-supplied uniforms.

A new state law permits public jurisdictions to grant recognition to unions of their employees and enter into collective bargaining agreements.

MORE on page 8

Unionists handbill Penney's in Hearst advertiser boycott

Newspaper unionists this week concentrated their Hearst advertiser boycott handbilling on J. C. Penney Company as "the major advertiser - sustainer" of the struck and scab-operated Los Angeles Herald-Examiner.

Handbills were distributed to Newspaper Guildsmen in San Francisco, Los Angeles, St. Louis and Seattle, and handbilling in the Bay Area began last weekend.

HELP ASKED

Unions and other unionists able to help were urged to call Bill Cooney, in charge of the Penney leaflet effort at the Guild office, GA 1-6833, for assignments.

Handbills which unionists are to pass out ask the public—"Please don't shop at Penney's. The J. C. Penney Co. supports imported professional strikebreakers by advertising in the unfair L.A. Herald-Examiner."

Meanwhile, Los Angeles Hearst strikers and their fellow employees whom Hearst Herald-Examiner locked out a year ago had voted in certification elections over Hearst objections in order to protect their bargaining rights.

Union spokesmen reported a heavy vote by striking and locked out Hearst employees was expected to swamp the ballots of scabs.

Results won't be known until later this month, however, because a last-minute Hearst move secured a court order impounding the ballots.

HEARST REBUFFED

An earlier court move by pub-

MORE on page 8

Legislature opens Monday; labor program asks scab ban

A labor legislative program, emphasizing a ban on professional scabbing and a call for collective bargaining rights for farm workers and public employees has been drafted for the Legislature, which opens its new session next Monday.

The program was written by the California Labor Federation executive council at its recent San Diego meeting, from resolutions adopted by the federation convention in Sacramento in September.

It asks major improvements in unemployment and disability insurance and workmen's compensation, asks new consumer protections and new measures to improve purchasing power and working conditions for working people.

Some major points in labor's program:

• A state minimum wage of \$2.25 an hour, instead of the pre-

sent \$1.65 and a 35-hour straight time work week.

• Legislation to prevent firing of workers whose wages have been garnished, prior to a final court judgment on the debt, and to prevent garnishments until a court has decided that the debt is legitimate.

• Fair Employment Practice Act protection for farm workers.

• Requiring contractors furnishing service to the state or local governments to meet prevailing pay, fringes and other standards.

• Requiring that school textbooks adequately cover labor-management relations, labor's contribution to free public education, labor law and labor economics.

• Requiring that insurance company profits from all sources be considered in determining whether insurance premiums are

MORE on page 8

Don't patronize Cal. Life, unions asked

A statewide meeting is to be called soon of unions and health and welfare trusts to press Office & Professional Employees 29's boycott against California Life Insurance Company in Oakland, where 39 office workers have been on strike for seven weeks.

The meeting, of unions and trusts who do business with California Life is to be called by the Alameda County Central Labor Council.

Meanwhile, CLC Secretary-Treasurer Richard K. Groulx wrote to the San Francisco Labor

Council and the Los Angeles County Federation of Labor, asking support to the boycott.

Local 29 asked unions not to buy or renew health and welfare or group life insurance policies from the struck firm. Local 29 itself has found another carrier for its health and welfare coverage.

Management made an offer late last month which would have been satisfactory, Local 29 said—except that it was contingent upon a layoff of 25 strikers.

Four of the 14 whom management offered to retain would face layoff soon when their department was phased out, the union noted.

Management apparently planned to turn over work of the employees to be laid off to supervisory and other non-union employees who have been working as strikebreakers, the union said.

The employees voted unanimously to strike in November when management offered a contract renewal with no pay raises.

HOW TO BUY

Cost of living will keep rising in 1969

By SIDNEY MARGOLIUS

Labor Consumer Advisor for Labor Journal

Copyright 1969

What kind of financial situation will your family have to deal with in 1969?

In general you can expect another sizable increase in your living costs—about 3 1/4%, we estimate. These higher prices looming ahead are especially worrisome because they come on top of the whopping hikes of the past three years. In that period the cost of living has jumped 11 1/2 per cent for the biggest inflation since the Korean War of the early 1950's. In 1968 alone, living costs rose over 4 1/2 per cent.

Like the Red Queen in "Alice in Wonderland," working families this past year found themselves running hard but standing still. Despite pay increases, the average worker with three dependents currently finds himself with \$88.49 a week in take-home pay in terms of 1957-1959 dollars, compared to \$87.12 a year ago on the same basis. So he is ahead just \$1.37 in real purchasing power.

AN AVERAGE worker with no dependents did not fare even as well as that. He is winding up 1968 with the equivalent of \$80.84 in terms of the same constant compared with \$80.28 a year ago.

What can you do to defend your family against these higher prices?

Unfortunately, two of the toughest problems are hard to solve by yourself, and really need government and community action. These are the spiraling costs for home ownership (up 7 per cent this past year) and medical care (up 6 per cent this year and 48 per cent in the past ten years).

A main reason for the leaping housing costs is the present high interest rates which simply got away from the government this year. Not only are home buyers currently being compelled to pay lenders 6 3/4 to 8 per cent interest for mortgages, but present interest rates are like a rat getting into your cupboard and gnawing at everything you own.

High interest rates also are forcing up your property taxes and operating costs, because schools, municipalities and public utilities now must pay more in bond interest, and businessmen more for business loans. This cost, too, you eventually pay in the form of higher prices.

ON SOME purchases, you can defend yourself against the inflation by selective buying, especially of food, and by timing your buying. Even while prices are rising there are many cut-price sales and clearances.

Here are price prospects for 1969 in specific items you have to buy, to help you avoid some of the higher prices:

YOUR FOOD-COST OUTLOOK: Food prices will be a little higher in 1969. But the rise

will not be as large as this past year. For one reason, meat is in good supply, with pork cheaper than last year, and beef about the same.

Look for the store specials. Supermarkets have been maintaining relatively low prices on such feature items as chuck, chopped beef, pork shoulders and smoked hams but clouting the public with high prices for steaks, roasts and chops.

Broilers and turkey will not be quite the bargain they have been in recent years.

Eggs too cost more this year but are still an outstanding buy in food value.

HOME FURNISHINGS: Household appliances, furniture and floor coverings all are higher this year except for TV sets, which have had lagging sales. Shop the January sales for specials on furniture, bedding, blankets, refrigerators and floor coverings.

CLOTHING: The big problem is shoes. They went up a whopping 6 per cent this past year. You can help soften some of this increase by anticipating your needs at the annual January show sales. These offer standard brands at reduced prices.

This January especially will be a good time to shop for clothing, with stores trying to unload present stocks of coats, men's suits, shirts and hosiery.

CAR EXPENSES: Car prices have been edging up more than is justified by the recently added safety features. The U. S. Bureau of Labor Statistics has been keeping close track of the value of these new features. It is revealing to see how little their real value is compared to the higher car prices this year. The BLS values the improved windshield defrosting and defogging at 70 cents; the new side-marker lights at \$6.30; the new safety door latches, hinges and locks at 55 cents, the improved windshield wipers and washers at \$1.25.

In comparison, wholesale prices of cars went up 3.7 per cent, almost twice as much as necessary for the safety improvements. Retail prices this fall jumped 4.5 per cent. The rise in retail tags amounts to a husky \$135 on a \$3000 car. It is due not only to the higher factory prices but to the discontinuance of special discounts and trade-in over allowances at the end of the last model season.

But if you are looking for a used car, you will find prices lowest in January and February.

WHITE SALES: January also is the month for sales on sheets and other household linens. This year you will find durable press sheets (blends of polyester fiber and cotton) only about \$1 more than ordinary cotton sheets of similar grade.

What They Wore...by PHYLLIS JOYCE



GOOD SCOUTS
IN THE EARLY DAYS OF GIRL SCOUTING THE UNIFORMS WERE MUCH MORE RESTRICTIVE AND HEAVIER THAN TODAY. MRS. HERBERT HOOVER, A GIRL SCOUT LEADER IN THE 'TWENTIES, IS SHOWN IN HER UNIFORM OF A BELTED JACKET, LONG FULL SKIRT AND BROAD-BRIMMED HAT.



THE GIRLS ON A CAMPING TRIP IN THE 'TWENTIES WORE A FULL-CUT BELTED BLOUSE WITH NECKERCHIEF. LEGS WERE ENCASED IN KNICKERS.



TODAY...WHEN BUYING WOMEN'S OR CHILDREN'S APPAREL LOOK FOR THIS LABEL—THE SYMBOL OF DECENCY, FAIR LABOR STANDARDS AND THE AMERICAN WAY OF LIFE.

TODAY THE UNIFORM OF THE CADETTE GIRL SCOUT IS COMFORTABLE AND FASHIONABLE; A WHITE BLOUSE WITH A GREEN TIE AND SKIRT, TOPPED OFF WITH A GREEN BERET. THE GREEN BADGE SASH IS OFTEN WORN TO DISPLAY MERIT BADGES.

For a FREE booklet "Fashion and You" write to Consumer Service, Dept. WW, ILGWU, 275 Seventh Avenue, New York, N.Y. 10001.

Arbitrary action by credit bureaus told

Once the implacable computer gets hold of mistaken or malicious information about a borrower, he finds it almost impossible to get credit anywhere in the country and could even be blackballed from some jobs, a Senate subcommittee was told.

The Antitrust & Monopoly subcommittee, headed by Michigan Democratic Senator Philip A. Hart, heard testimony on how nationwide credit bureau networks can victimize innocent people and considered its staff's findings.

Some credit bureaus operate as services to retail stores and others provide information to prospective employers, the subcommittee noted.

Borrowers can be victimized even by buyer-seller disagreements, the subcommittee learned.

Revelations at the hearing will prompt introduction of legislation to protect consumers against arbitrary credit bureau action, one senator said.

Once incorrect information is fed into a computer—sometimes because of a mistake in identity—it is almost impossible to catch up with and eradicate the error, subcommittee investigators said.

One witness, a Shreveport, La., television newsmen, told the sub-

committee that his credit bureau troubles began when a local bureau reported that his car had been "repossessed."

Actually, he disclosed, the manufacturer had agreed to take it back because of its many defects—and had not repossessed it.

Senator William Proxmire (D-Wis.) announced during the hearing that he will introduce a bill when Congress reconvenes to "protect consumers against arbitrary or erroneous credit rating and the unwarranted publication of credit information."

Proxmire said his bill would require credit bureaus to notify persons when an adverse item is entered in their records and to establish procedures for discarding irrelevant and outdated information in an individual file.

Small town

Definition of a small town: a place in which there is no place to go that you shouldn't.—UMW Journal.

Keep in touch

Money isn't everything but it sure keeps you in touch with your kids.—Red Skelton.

Oakland Floral Depot

MEMBER OF GARDENERS, FLORISTS AND NURSERYMAN'S LOCAL NO. 1206
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"For the Best in Italian Foods"
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Offices Located in Berkeley, Fremont, Hayward, San Leandro and San Ramon

Getting Your MONEY'S WORTH

It's too bad you can't count on plugging in your color TV set right as it comes from the factory and getting your first program just the way you'd like it, says Consumer Reports. Most of the 18 sets it purchased for a report in its January issue required special "setting up" color adjustments before they functioned satisfactorily.

The consumer magazine advises that you need to make sure the essential adjustments are made, and they should be part of the purchase price of the set. Whether they are performed by a service man from the store or by a service company under contract to the store, the bill of sale should include a clear statement to that effect.

Here's how to check if the serviceman has done his job:

PURITY—Tune in a black-and-white picture with a variety of shading but little action. Set the picture for moderate contrast. If, at six or eight feet, you see pronounced blotches of color with irregular outlines, the purity is off.

CONVERGENCE—The convergence needs adjustment if, from normal viewing distance, you see colored outlines around objects in a black-and-white picture.

TRACKING—The slight color tint of the background in a black-and-white picture should be the same throughout, often grayish blue. If the tint varies across the picture—to green, for example, or to pink—the tracking is out of adjustment.

FOCUS—Viewed at a distance of a foot or two, the horizontal scanning lines should be clearly visible and of uniform thickness. If the serviceman can't get good focus, your picture tube may be defective.

TUNING ACCURACY—If your set has a special device to make fine tuning easier, you can check it against your own manual fine tuning. Select a fairly strong station and fine-tune so you get a sharp picture. Then move the control slightly until the picture just appears to "worm" and move it back again to sharp. Your tuning indicator should now be at its optimum position. If your set has automatic frequency control, switch it off for this test. After you've tuned, switch on the AFC. It should make no change in picture sharpness.—Copyright, 1968, by Consumers Union of U. S. Inc., Mount Vernon, N. Y.

Troubles

The head waiter of a swank restaurant approached a solitary customer with the following: "Sir, I have calves liver, braised ribs, chicken hearts and pigs feet." To which the customer replied: "Don't tell me your troubles, just give me a glass of beer and a ham sandwich."—UMW Journal.

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POSTMASTER: PLEASE SEND CHANGE OF ADDRESS NOTICES, FORM 3579, 10 1622 EAST TWELFTH STREET, OAKLAND, CALIF. 94606.

BOOST THE LABEL

BUY UNION LABEL PRODUCTS ONLY

When making purchases, always ask for the union label. If building a home or repairing one, see that the men doing the plumbing or steamfitting work, painting, etc., belong to the union. Ask to see their card. Boost the union emblem and help yourself. Patronize and demand the following union cards:

PATRONIZE
UNION STORES

DEMAND
A UNION CLERK



New housing urged to end 'decade of decay' End to welfare 'snooping,' propose legal aid to recipients

Congress and the new administration should enact—and fully finance—programs for 3,000,000 new housing units a year, including 1,000,000 for low and moderate income families; the National Housing Conference said.

The conference, which includes union housing experts, has been crusading for slum clearance and decent housing for 37 years.

'DECAY OF DECADES'

Warning that "America's cities are in a crisis resulting from the decay of decades," the conference called for expansion of nearly every phase of the 1958 housing law.

The new low-income home ownership program should authorize financing-aid to 300,000

units a year, instead of the present level of 375,000 over three years, the conference said.

Under the program, the federal government subsidizes high interest rates, thus lowering financing charges to the home buyer.

Low income rental housing should also be authorized at 300,000 per year, instead of 375,000 over three years, NHC said.

HOUSING INCREASES

Increases in public housing, in rent supplements and rehabilitation loans and grants were also urged.

Conference recommendations would also increase funds for the model cities program.

The statement noted that Con-

gress appropriated only \$200,000,000 of the \$400,000,000 for supplemental grants to model cities for the 1968 fiscal year, and only \$312,000,000 of the \$500,000,000 authorized for the 1969 fiscal year.

Other proposals sought additional funds for urban renewal, mass transportation grants, federal guarantees for new community development, co-op housing assistance, rural and college housing.

The conference noted that Congress last year appropriated only \$2,000,000 of the \$8,000,000 President Johnson had sought for enforcement of the fair housing provisions of the Civil Rights Act and urged fully adequate appropriations next year.

Letter Carrier local union here elects Christian

Robert G. Christian, former Alameda County Central Labor Council delegate for many years, has been unanimously elected president of Letter Carriers 76.

Other officers elected for a two-year-term were: Ben Hawkins, vice-president; William H. Kelly, recording secretary; Elvin Giorgia, financial secretary; Howard E. Stevens, treasurer; H. B. Buckalew, mutual benefit association and hospital insurance collector; Jesse Ike, national benefit association clerk; and Alvin Reed, sergeant-at-arms.

Elected trustee were Robert E. Lee, Robert J. Clarke and Robert M. Kapiellian. C. L. Seibert was named scribe and editor of the Oak Leaf Branch paper.

A joint installation of Branch 76 officers will be held at the Lake Merritt Hotel, Oakland, at 9 p.m., February 1 with Ladies Auxiliary 12's newly-elected officers. Auxiliary officers are: Betty Mincola, president; Clare Stevens, vice president; Dora Ortega, recording secretary; Adeline McClintock, financial secretary; Genevieve McCurdy, treasurer; Frances Clarke, mistress-at-arms, and Alberta Kelly who will be chaplain, flag bearer and scribe.

Unions' fiscal reports praised

Unions' annual fiscal reports to the secretary of labor have won the praise of leading accountants.

Writing in the monthly Management Accounting magazine, Paul W. Demarest said, "corporate accountants could take a lesson from the biennial report of the AFLCIO."

"... inconsistencies and inadequacies of corporate annual reports" have been frequently mentioned in accounting circles, he noted.

Advertisement

Just Published

How 88,648 Heavy Smokers Stopped Smoking

NEW YORK — The Anti-Tobacco Center of America has just published a booklet which explains how 88,648 heavy smokers (of whom many are physicians) have stopped smoking without straining their will power. This booklet is available free of charge to smokers. All you need do, to obtain it, is to send your name and address to The Anti-Tobacco Center of America, Dept. A-114-A, 276 Park Avenue South, New York City, 10010.

This offer is open while the supply of these booklets lasts.

'Little unemployment' theory is 'revolting,' says Meany

The theory of some economists that "a little unemployment" is necessary to hold down inflation is "absolutely revolting" and government instead must work to achieve full employment, AFL-CIO President George Meany declared.

Meany, in a message to a United Nations panel on full employment and human rights, said government must become the employer of last resort for those who have lost hope they will ever find work.

And all workers — including farm workers — must have the right to form unions and engage in collective bargaining, he declared.

The panel commemorated the 20th anniversary of the UN's adoption of the universal declaration of human rights, which reads in part: "Everyone has the right to work, to free choice of employment, to just and favorable conditions of work and to protection against unemployment."

Even before the UN declaration, Meany said, the 1946 Employment Act committed the United States to jobs for all. It is on the books but not yet in practice.

"Without full employment, how do we ever solve the just demands of our minorities?" Meany asked.

"Do we fire whites to hire blacks? Fire blacks to hire Americans of Mexican descent, or Puerto Ricans or Indians? Do we play a grim game of musical

chairs for those scarce job opportunities available?"

And without full employment, Meany warned, "hospitals and schools will remain unbuilt and new roads, new homes, new parks all will continue to be just drawings on some planning board."

Of the farm workers, Meany declared: "All they want is the right to vote for or against a union. But they are denied the protection of the National Labor Relations Act, not because their cause is not just but because their employers have a tough and effective lobby."

Computers slow job growth some in insurance firms

The widespread use of electronic computers has slowed job growth but has not reduced overall employment in the insurance industry, according to a study by the U.S. Labor Department's Bureau of Labor Statistics.

Electronic Data Processing (EDP) applications have expanded rapidly in the insurance industry over the past ten years and now include most major insurance office operations that are done on a volume basis.

The conversion to EDP by the insurance industry has trimmed office job growth from an average 4.2 per cent a year to 2.4 per cent a year.

Two labor-backed welfare reforms, aimed at ending "snooping" investigations of eligibility and making legal help available to recipients in disputes over benefits, have been proposed by the federal Department of Health, Education & Welfare.

The first will minimize eligibility investigation by relying primarily on first-hand information obtained from applicants. There would be controls and spot checks to guard against abuses.

TIME DRAIN

Case workers now spend 70 to 95 per cent of their time determining eligibility, HEW noted — time the department said could better be spent "helping people solve problems and become more self-reliant and self-supporting."

Opponents of the declaratory system have charged it would open the welfare rolls to "chiselers," but HEW Secretary Wilbur J. Cohen noted that states which use it have found abuses no higher — and often lower — than in states relying on home investigations.

Director Bert Siedman of the AFLCIO Department of Social Security noted that the "declaratory" system is used for income tax returns and there is no more "reason to think that poor people are liars than that rich people are liars."

The second proposal would

make legal help available to recipients who believe their benefits have been unjustly cut or terminated. This is in line with an AFLCIO convention policy resolution.

Both new rules, Meany said, get his enthusiastic support because they "make more humane a system which has in many ways been geared to punishing the most disadvantaged in our country."

The regulations will become effective next July 1 if they receive final HEW approval.

President-elect Richard Nixon had expressed support for the "declaratory" system during the campaign and Siedman said he hoped the new administration would not "wipe out these changes with a stroke of the pen."

Name changed by office local

In compliance with an international union request, Office & Technical Employees 29 has changed its name to Office & Professional Employees 29.

The parent Office & Professional Employees International Union had asked that names of all its local unions conform to that nomenclature.

NEW UNION PAY CHECK PROTECTION

ADD THIS UP!

| | |
|----------|------------------|
| \$125.00 | Rent (Apartment) |
| 150.00 | Food |
| 75.00 | Car payment |
| 30.00 | Gas and Oil |
| 15.00 | Utilities |
| 20.00 | Clothing |
| 27.00 | Bank Loan |
| 20.00 | Medical |
| 20.00 | Insurance |

\$482.00

A UNION MEMBER'S MONTHLY BILLS

WHAT ARE YOURS?

Then it struck him! What would happen if he were sick or hurt and COULDN'T WORK? How long would he last? 15 days, 30 days? His bills would go on, his INCOME WOULD STOP! Everything he owns or does is dependent on his income.

Fortunately, he was eligible for UNION PAYCHECK PROTECTION.

Now his APARTMENT, RENT, FOOD, CAR PAYMENT and other miscellaneous bills are paid, when he's unable to work because of sickness or accident. HOW ABOUT YOURS?

1. Pays first day accident, first day sickness.
2. At home out of hospital.
3. Double while in hospital.
4. Pays over and above state disability and union insurance.

Take yourself off the danger spot! Why gamble? Serious illness can ruin the future for you, your family and your business. You can save thousands of dollars tomorrow by MAILING THIS COUPON TODAY!

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Please furnish me with information about this special plan.
I understand there is no obligation.

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Age _____ Phone _____
Local No. _____ Shift _____

Must be postmarked not later than 12 midnight, January 24th
UNION SECURITY INSURANCE AGENCY

LONGS DRUG STORES

UNFAIR

UNION MEMBERS PLEASE DO NOT PATRONIZE

RETAIL CLERKS UNION,
LOCAL 870

Steel Machinists 1304

BY DAVE ARCA

Hi. The Man in the Moon has lost exclusive jurisdiction over his green cheese. Apollo 8 returned from a trail blazing tour around the moon. Its exciting information concerning lunar landings could make moon craters and wastelands accessible to space pioneers. In that event, American tourists may yet have a new frontier for travel. Perhaps in our time. Perhaps not.

Aside from Apollo 8's odyssey, the return of Pueblo prisoners was another major American achievement. Eighty-two Americans and the remains of Duane Hodges finally came home.

What a sordid travesty of human values that man can invade another planet with impunity but cannot encroach upon territorial limits of North Korea without seizure and brutalizing imprisonment.

Ironically, an official signature on a phony confession was the key that released the Pueblo crew. What took us so long? If pride and prejudice are more important than American lives, we need new values. Okay? Okay.

Millmen's 550

BY ARSIE BIGBY

I hope you've all had a Merry Christmas and I also wish to each of you and yours, a happy and prosperous New Year. To get the New Year started

off on the right foot, please notify your employer, immediately after January 1 (in writing) as to when you want to take your vacation, as specified in paragraph (i) of Section 19 of the 1967-1970 Planing Mill and Cabinetworks Agreement, and also see that your employer posts the vacation schedule on the bulletin board before April 1, 1969.

Should your employer choose to be disagreeable or refuse to post the notice, as provided in the contract, don't dispute with him, just call us and we'll handle the matter.

Any member who has not taken his third week's vacation as yet, please do so before the start of the new vacation period, which starts April 11, 1969, for the vacation year already completed, or will be completed during the April, October vacation period.

One final reminder to you brothers who chose the Kaiser Health Plan as your Mill Cabinet Plan coverage. Please be sure to fill out the accidental enrollment card for the \$2,000.00 life insurance coverage, so the Mill Cabinet trust office will have your life insurance card on file, naming your beneficiary.

If you need a card to fill out, either call the Union Office, 893-7742, or the Mill Cabinet Trust Office, 444-1402, and request a card be sent to you, and when you have filled it out, mail it back to the Mill Cabinet Trust Office, 220-14th Street, Oakland, California 94612.

Until next time.

GOOD HOUSEKEEPING is a Hearst magazine. Labor asks you not to buy any Hearst publications until Hearst scabbing in Los Angeles stops.

Watchmakers Local 101

BY GEORGE F. ALLEN

The New Year is not beginning very well for two of our members. Both Eugene Ehrlich in San Jose and Richard Kradjan in San Francisco are again confined in the hospital at this writing. We informed you before that both members were in the hospital. After being home for a short time they both had to return to the hospital over the Holidays. Brother Ehrlich in Palo Alto and Brother Kradjan in San Francisco. Let us hope that the end of 1969 will be much happier than the beginning for these members.

FOR SALE: One of our members with a small business has a show case, a small four-foot safe, etc., for sale. If interested telephone the Union office, 421-1968.

Sheet Metal Credit Union

BY HAROLD R. SASKA

Our Annual Meeting will be February 10, 1969. It will be a dinner meeting like last year at Tom Lovely's on Grand Avenue. We will have a very good report this year. Everyone attending last year's annual meeting had a very enjoyable evening. Entertainment is planned for this annual meeting this year too.

Did your Christmas buying leave you with a lot of 1 1/2 per cent a month charge accounts? We can save you 1/2 per cent a

month or 6 per cent a year on your unpaid balance by paying off those accounts. Then you pay your credit union with one monthly check.

We have two new board members to serve out the unexpired terms of board members who had to resign. They are Joe Reuda and John Rigg. We're sure they will be a great asset to our credit union.

May I take this opportunity to wish you a happy and prosperous New Year.

AFSCME 371 'Info'

BY NAT DICKERSON

Whether or not 1968 was a year of concrete gains for Local 371 is debatable. Though there was some improvement in wages, increased work loads and inflation may have nullified this. Excepting the two dollars added by the Regents as a further contribution to insurance, very few other benefits reflect any positive gains. In addition to the above, more work has been caused by sit-ins, demonstrations and vandalism. It has also been caused by lack of security for buildings left open over weekends, and other budget preserving measures.

We lump all these together, because future research will possibly prove that much of the current and universal unrest can be traced to a monetary factor. Pessimistic as the above statements may seem, all is not lost, for the officers and militant members of the Local are determined to bring a new look to 1969.

Another side of the coin is the Administration's realization that a lot of "hanky-panky" has been going on in many departments of the University. In an attempt to curtail the nefarious machinations, of "nasty" politics, "brown-nosing," and such, a single agency will be authorized to review departmental operations. This policy should assure better hiring and promotional concepts, for lower echelon employees.

An intriguing article is to be found, in LOOK magazine of November 12; it is entitled "A National Disgrace: WHAT UNIONS DO TO BLACKS." It arouses much curiosity about some of the nation's most prominent Internationals and subordinate unions. The author is Jack Star, Senior Editor of LOOK and it should be interesting, if the statistics used by him cannot be rebutted.

The writer would like Brother "Corky" Nettleton to give information on illnesses and family misfortunes to either Brother McLane, for the NEWSLETTER, or to me.

Retail Clerks Local 870

BY CHARLES F. JONES

The officers and staff of Local 870 extend to you and your families best wishes for a Happy and Prosperous New Year for 1969.

We wish to thank you for your participation in the affairs and endeavors of this union in the past year. We are proud of our accomplishments, some of which include a five county food agreement, a four county discount agreement, plus many smaller county-wide agreements, men's clothing, ladies' ready-to-wear, variety stores, and hardware stores. With your continued help and participation 1969 should be even better.

We will be in negotiations in January of 1969 for Hartfields and Swans Department stores.

United Asso. Credit Union

BY PATRICK W. WATERS

The United Association Credit Union will hold its Twelfth Annual meeting on Tuesday, January 28, 1968, at 8 p.m. in the Labor Temple. All credit union members are invited to attend, and refreshments will be served.

The meeting is for the purpose of electing officers to the Board of Directors, Credit Committee and Supervisory Committee; and all proper business that may come before the General Membership. Anyone who is interested in serving as a Credit Union Officer should contact the office (phone 893-6190) and their name will be given to the Nominating Committee.

AFGE president due in California

John F. Griner, president of the American Federation of Government Employees, will be in California this month to attend meetings in Sacramento and in Southern California.

At a January 7 meeting in the El Dorado Hotel in Sacramento, he will disclose the AFGE's legislative program for the 91st Congress.

He will attend the civil service commission banquet in Los Angeles, January 11 and will address AFGE members at the El Cortez Hotel in San Diego, January 9.

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HI-MOM CALL WINNERS—Servicemen and women linked in telephone conversation with their families during the holidays—were selected from entries in the Washington, D.C., area, as part of a national program sponsored by the Communications Workers. Participating in the selection were, from left, Frank Shore, Washington area Hi-Mom director; CWA Executive Vice President Glenn Watts; Isabel Powell, USO; and CWA Vice President William Edwards.

Steamfitters 342

BY JIM MARTIN

Trusting the Christmas Holidays were to your liking as we move into 1969, may it be a prosperous year for you, along with good health to you and your family.

As we have stated previously, the work outlook for our members looks bright for 1969, with various new projects due to start in the near future.

Our Union's 3-year contract expires July 1, 1969, and a new agreement is to be negotiated, or rather modified. It is the thought of our Union's negotiating committee to get started a little earlier this year with the Local Union's Committee, that is, on the basis of inviting our members to appear before the Committee, offering suggested changes in preparing our proposals to our Employers' Negotiating Representatives. Our membership will be advised when these meetings will be held at the Union's business offices.

Your Union's Joint Board of Trustees recently received from the Martin E. Segal Company, Consultants and Actuaries, their actuarial valuation covering our Union's Pension Plan for the period ending June 30, 1968.

| Monthly Pension | | Additional Annual Cost | | |
|--------------------------|----------|------------------------|---------------------|----------------------|
| Per Year of Pension Cost | Maximum | Aggregate | Per Active Employee | Equiv. Cost Per Hour |
| \$ 8.00 | \$200.00 | \$ 48,200 | \$ 55.15 | \$ 4.07 |
| 8.00 | 212.50 | 96,400 | 110.30 | 8.14 |
| 9.00 | 225.00 | 144,600 | 165.45 | 12.21 |
| 9.50 | 237.50 | 192,800 | 220.60 | 16.28 |
| 10.00 | 250.00 | 241,000 | 275.75 | 20.35 |

Also a half dozen other items which space in this column will not allow to explain.

This very long and interesting report, asking for improved benefits by the Joint Board of Trustees was very thoroughly explained by Mr. James Low, representing the Martin E. Segal Company, Inc., and it is the thought of your Union's Board

Material included in this study gave the background of the plan, employee data, recalculation costs, contributions and expenses, investment experience, benefit experience and the summary.

Net annual contributions were \$133,200.00 or 21.6% under the actuarial requirement (including the scheduled amortization payment), however, this shortage in contribution income had been anticipated, since the current benefit levels were based on an hourly contribution rate of 55c per hour, which did not become effective until July 1, 1968.

The number of assumed active employees decreased about 14% from the previous year's census. Many of these employees have been granted a grace period, or may have become inactive, but eligible for future pension, however, they are still included in the cost picture.

As of June 30, 1968, Pension Benefits were being paid to 144 pensioners on the rolls, with an average monthly benefit for our pensioners of \$109.07. The total pension payments made during the year under review, represented 38% of the total net contributions received.

The Joint Board of Trustees also included a request for related improvements in the plan, including the monthly benefit per year of pension credit for prospective pensioners from the current \$7.50 to:

Sheet Metal Workers 216

BY ROBERT M. COOPER

The year of 1969 is predicted to be a good one, but to make sure we do our part I have compiled a list of resolutions. If you follow these, you can't miss enjoying the new year. This is a promise.

Give an honest day's work for an honest day's pay.

Work safely and protect our jurisdiction at all times.

Do not cross any picket lines, you may want your line to be honored some day.

When making any purchase, look for and demand the Union Label. Patronize Union Barber Shops only.

Comply with the constitution, contract and working rules at all times.

Attend at least one regular union meeting next year. Who knows, you might like it and it could become a habit.

Give the apprentice and your fraternal brother a helping hand. Especially the "new hires," by showing them where the various tools and machines are and in some instances the different habits of the shop or job. Some day you might be working for him or you may be the "new hire."

Pay your Union dues quarterly in advance.

Join the Tri-State Benefit—a nice easy way to give a dollar to the beneficiary of your departed brother.

There are more, but that is enough for a starter. If you keep those resolutions, you will be a good union member and have a happier new year.

Hearing Jan. 25 on law setting apprentice ratio

The California Apprenticeship Council will hold a public hearing on implementation of a new law setting ratios of apprentices to journeymen on state public works contracts during the council's January meeting.

The hearing is set for January 25, last day of the four-day council meeting which will begin January 22 at the Hilton Inn, San Diego.

Under the new law, passed by the Legislature as Assembly Bill 805, contractors must employ one apprentice for each five journeymen on his public works contracts unless he maintains a one-to-eight ratio in all of his other construction work.

All public work contracts let by the state and its local subdivisions, including school boards, are covered. Federal construction is not affected.

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THE URBAN LEAGUE'S annual Equal Opportunity day award was presented to President Jerry Wulf of the State, County & Municipal Employees, left, by President Paul Jennings of the Electrical, Radio & Machine Workers, right, last year's recipient of the award. With them is Whitney M. Young Jr., Urban League executive director.

Chips and Chatter

BY GUNNAR (BENNY) BENONYS

On a cool but dry Monday morning roll call we have 181 members on the out of work list and quite a few apprentices. Several of these members on the list are just waiting to return to the job after the holidays.

Brother Monroe Kinney, a 50 year member, is at Dorothea's Rest Home, 1615 High Street, Oakland. John and Eleanor Clapp visited him Sunday. Drop him a card or go visit him.

Lillian and Mel "Swede" Johnson, Financial Secretary, held a holiday party at the Lakeside Park Garden Center, Lake Merritt, Sunday evening for over 50 friends and business associates. She is a manager for Edy's Candies. Relatives from far away were also present. It was a real fine affair!

Warren Richardson is studying computer operation on Saturday at Sacramento and occasionally stays over Sunday to go skiing.

Henry "Hank" Repard reports that on a recent visit to Hempstead, 27 miles from New York City, he saw ads in the local papers asking for carpenters at rates of \$2.50 per hour up to \$4.

Guess we are not so bad off at that.

As we enter a new year, let's pause for just a few minutes and give some thoughts to the coming year. What can each of us, in our own way as members of this union do to make it a better union? Certainly the present conditions were not obtained by only a few individuals working alone. All the benefits we now enjoy were not obtained without a strong, determined membership to support and elect their own officers and employees and agents and continue to establish policy and guidance for these officers.

Please, all of you, remember this is YOUR union. Help keep it on the right course of progress under a leadership elected by a democratic process. This way it will continue to be strong, clean and effective in all ways dedicated to serve the members in a manner they will approve. Only by working together will we be able to progress towards peace and prosperity for all in the coming year.

Happy New Year to all from the officers, staff and your business representatives. See you at the next meeting, Brother?

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OFFICIAL UNION NOTICES

SCHOOL EMPLOYEES 257

The next regular meeting of the Oakland Unified School Employees Union, Local 257, will be held Saturday, January 11, 1969, at A.P.U.-M.E.C. Hall, 3256 East 14th Street, Oakland, near Fruitvale Avenue. The Bank of America lot across the street can be used for off-street parking.

The Executive Board will meet at 8:00 a.m. and the membership at 10:30 a.m.

Fraternally,
HAROLD BENNER,
Exec. Sec.

BERKELEY CARPENTERS 1158

Starting January 1, 1969 dues will be \$9.50. Blood bank assessment Number 18 is due January 1, 1969.

Regular meetings are held the first and third Thursdays of each month at Finnish Brotherhood Hall, 1970 Chestnut St., Berkeley. Be a good member. Attend union meetings.

Fraternally,
NICK J. AFDAMO,
Rec. Sec.

AFSCME, U.C. LOCAL 371

The Executive Board will meet at 12 Noon and the regular membership meeting will be at 2 p.m. Saturday, January 11, 1969, in Kroeber Hall, at the University of California.

The following officers will be installed for 1969. Congratulations go to M. F. Scalzo, president; C. G. Davis, vice president; J. J. Santoro, secretary-treasurer; N. F. Dickerson, recording secretary; Carl Oliver, S. S. Martinez, H. B. Lyman, Executive Board; D. A. Hildebrand, Trustee (3 years); and J. DeBose, Sergeant at Arms.

Brothers H. Murphy, R. J. Conley, W. Capers Jr., D. Dunham, B. Fort, O. Gilbert, C. Nettleton, J. L. Webster and Sister J. M. Butler should be kept in mind for future officers and thanks for their willingness to serve.

Fraternally,
W. G. WHITCOMBE,
Sec. Treas.

SERVICE EMPLOYEES 18

Meeting date fourth Friday of each month. Regular meeting at 7 p.m. at the Cooks Hall, 1608 Webster St., Oakland, Calif.

Fraternally,
VICTOR C. BRANDT,
Sec.-Bus. Rep.

SHIPWRIGHTS 1149

Regular meetings of Local Union No. 1149 will be held at 8 p.m. the first Monday of each month at 2085 Third St., San Francisco, and the third Monday of each month at 115 Broadway, Oakland.

Two dollars will renew your 1969 membership in the Local's Blood Bank.

Fraternally,
JAMES ALLAN,
Rec. Sec.

HAYWARD CARPENTERS 1622

The office of the financial secretary is open from 8 a.m. to 5 p.m. on Mondays, Tuesdays, and Wednesdays and from 8 a.m. to 8 p.m. on Thursdays.

The stewards meetings are held on the second Tuesday of each month at 7:30 p.m. The stewards' training program will be held in conjunction with the stewards' meeting.

Our regular meetings are held the second and fourth Thursday of each month, at 8 p.m., 1050 Mattox Road, Hayward.

Our social event is held on the fourth Thursday of each month following our regular meeting.

The officers sincerely urge you to attend and take part in the proceedings of your Local Union.

Fraternally,
L. D. (Larry) TWIST,
Rec. Sec.

PRINTING SPECIALTIES 382

Meeting second Friday of the month at 8 p.m., 2267 Telegraph Avenue, Oakland.

Fraternally,
JOHN FERRO,
Secty.

UNITED STEELWORKERS 4468

Regular meetings held second Saturday of each month at 10 a.m. at Eagles Hall, 1228 - 36th Avenue, Oakland.

Fraternally,
FRANK V. McINTOSH,
Rec. Sec.

BARBERS 134

Union dues will be raised from \$6.50 to \$7.50 per month for all active members and from \$4.00 to \$4.50 for minimum or reduced dues members beginning January 1, 1969. Installation of officers will be held at our regular meeting at 8 p.m. on Thursday night January 23, 1969 at the Labor Temple, 23rd and Valdez Street, Oakland.

New dues books will be required for all members as of January 1, 1969. Cost of new book will be 75 cents. Please add this amount to your December or January dues so that a new book can be issued for you. As this change-over will necessitate many extra hours of work I will appreciate your co-operation.

SPECIAL NOTICE

Brothers, Local 134 does NOT sponsor the present Barbers Credit Union. This Credit Union is NOT affiliated with Local 134 in ANY WAY. DO NOT call Local 134 on any matter pertaining to this Credit Union.

Fraternally,
JACK M. REED,
Sec.-Treas.

GOVERNMENT EMPLOYEES 3

General membership meeting Hall C, Labor Temple, 2315 Valdez St., Oakland, the fourth Friday of the month, 8 p.m.

Fraternally,
WRAY JACOBS,
Bus. Rep.



LABOR'S CASE for higher social security benefits and elimination of harsh restrictions on public assistance, imposed by the House and due to go into effect July 1, 1969, was presented

by AFLCIO President George Meany at Senate hearings. Legislative Director Andrew J. Bie-miller, left, and Social Security Director Bert Seidman listen intently.

SHEET METAL WORKERS 216

Regular meetings are the third Wednesday of each month in Hall H of the Labor Temple.

Tri-State Death Benefit No. 632 is now due and payable.

Fraternally,
ROBERT M. COOPER,
Bus. Rep.

AFSCME-EBMUD 444

The next executive board meeting will be held on January 2, 1969 at 7:30 p.m. All board members are requested to attend and prepare for strike action. New members elected for 1969 are as follows:

President, Manuel Pontes; 1st vice president, Alton Williams; 2nd vice president, R. Silveria; Secretary-Treasurer, Charles Teixeira; Sergeant at Arms, Leroy Christian; Chief Steward, James Hendrix; Trustee, Sam Adrien.

The next membership meeting will be held on January 9, 1969 at 7:30 p.m. We are entering a very crucial period of contract negotiations and possible strike action. All members are requested to attend this meeting.

Fraternally,
CHARLES TEIXEIRA,
Sec.-Treas.

PUBLIC EMPLOYEES 1675

Regular membership and Executive Board meetings of Alameda County units of Public Employees Union, Local 1695, American Federation of State, County and Municipal Employees, are held as follows:

HAYWARD UNIFIED SCHOOLS

Meets at 10 a.m. on the fourth Saturday of each month in the maintenance yard of the school district, 24400 Amador Street.

E.B. REGIONAL PARKS

Meets at 8 p.m. on the first Wednesday of each month at the Lake Temescal Club House.

OAKLAND RECREATION DEPT.

Meets at 10 a.m. on the fourth Saturday of each month at Brookfield Village.

ALAMEDA UNIFIED SCHOOLS

Meets at 1 p.m. on the second Saturday of each month in the Cafetorium of Encinal School.

FREMONT SCHOOLS

Meets at 2 p.m. on the fourth Saturday of each month at Blacow School.

SAN LEANDRO SCHOOLS

Meets at 10 a.m. on the third Saturday of each month at Woodrow Wilson School. The Examining Board of the unit meets the Thursday before each meeting at 7 p.m. at Bancroft Junior High School.

BERKELEY SCHOOLS

Meets at 10 a.m. on the second Saturday of each month at LeConte School, 2241 Russell Street, Berkeley. Executive Board meetings are held at Le Conte School at 9:30 a.m. on the morning of the membership meetings.

Fraternally,
HENRY L. CLARKE,
Bus. Mgr.

AUTOMOTIVE MACHINISTS 1546

The regular meetings of Lodge 1546 are held on the first and third Tuesdays of each month at the hour of 8 p.m. at our building at 10260 MacArthur Blvd., Oakland.

Fraternally,
LEVIN CHARLES,
Rec. Sec.

CARPENTERS 36

The regular meetings of Carpenters Local 36 are held the first and third Thursdays of each month at 8460 Enterprise Way, Oakland, Calif. at 8:00 p.m.

The office hours of the Financial Secretary's office are 8:00 a.m. to 5:00 p.m. Monday through Thursday. Friday this office closes at 1 p.m.

Effective January 1, 1969, dues are \$9.50 per month or \$28.50 a quarter. Please pay dues promptly. You must have current month dues paid to be working.

Stewards' meeting is December 30.

The officers and staff wish you a Happy New Year.

Fraternally,
CLAUDE W. DILLON,
Rec. Sec.

STEEL MACHINISTS 1304

Please note: Membership action has cancelled our January 2 meeting. Our next regular meeting is Thursday, January 16, at 8 p.m. Executive Board meets 6:30 p.m. International elections for president, vice president and secretary-treasurer, plus a District 38 Director, and international tellers will be held Tuesday, February 11, 1969. Ballots will be distributed to those plants that permit. Others may come to the hall to vote.

Fraternally,
DAVE ARCA,
Rec. Sec.

AUTO & SHIP PAINTERS 1176

Auto, Marine & Specialty Painters 1176 meets on the first and third Tuesdays of every month in Room H, Labor Temple, 2315 Valdez Street, Oakland, at 8 p.m.

Fraternally,
LESLIE K. MOORE,
Bus. Rep.

IRON WORKERS 378

Our regular Executive Board meetings are held on the 2nd and 4th Wednesdays of each month, 8 p.m.

Our regular Membership Meetings are held on the 2nd and 4th Fridays of each month, 8 p.m.

Fraternally,
RICHARD L. ZAMPA,
Fin. Sec. & Asst
Bus. Agent

ALAMEDA CARPENTERS 194

The union dues will be raised from \$8.50 to \$9.50 per month beginning January 1, 1969.

Carpenters Local 194 meets each first and third Monday evenings of the month at 8 p.m. The meeting place is the Veterans Memorial Building, 2201 Central Avenue, Alameda.

Refreshments are served following the first meeting of the month in the canteen for all present. You are urged to attend your local's meeting.

Fraternally,
S. M. GLADDEN,
Rec. Sec.

Chabot evening classes

Registration for Chabot College evening courses in the winter quarter will be held from 1:30 to 4:30 p.m. and 6:30 to 9 p.m., January 2 in the Chabot Student Center, 25555 Hesperian Boulevard, Hayward. Classes start January 6.

S.F. State Teachers' talks on; strike possible Monday

Talks continued between San Francisco State College union teachers and representatives of the State College trustees this week in labor's mediation effort aimed at bringing peace to the campus.

American Federation of Teachers 1352 said a strike deadline of next Monday, when the winter recess ends, still stands unless substantial progress is made in this week's bargaining.

Aiding in the talks was nationally known mediator Ronald Haughton. He was brought into the picture by the San Francisco Labor Council when Local 1352 asked strike sanction against the college.

Sanction has been released to the Labor Council executive com-

mittee, while Haughton seeks a solution to the teachers' dispute.

Teachers seek improvement in salaries, conditions and educational procedures and want a settlement of the dispute between the college administration and minority students.

Union members are to meet Sunday night to hear their negotiating committee's report.

Meanwhile, said Dr. John Sperling, president of the AFT's College Council, AFT locals at other State Colleges are prepared for possible strike action in support of the San Francisco State AFT.

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42nd Year, Number 42

January 3, 1969

JOHN M. ESHLEMAN, Editor
BRUCE J. LOCKEY, Assistant to the Editor

1622 East Twelfth Street, Oakland, Calif.

Phone 261-3981

Labor should have voice on Kaiser Health care

Labor's position that it deserves a voice in the policymaking councils of the Kaiser health care organization is doubly valid now that the Kaiser strike has been won and rumors are leaking out that rates may rise.

The strike should have dispelled forever the belief that Kaiser care is a non-profit operation. The Permanente Medical Group, one of the four divisions of Kaiser health care, is a partnership of physicians and returns a very adequate income to the higher-echelon MDs. Nor, we are informed, is the health plan subdivision of Kaiser care a non-profit operation.

Over the years, Kaiser has furnished care to uncounted thousands of union members—whose health and welfare trusts have paid rates which Kaiser sets and over which neither unions nor their health care trusts have control.

This is not to undersell the value of Kaiser care, but labor, whose health and welfare dollars finance so much of it, should be able to see for itself if rates are valid, if the same care could be furnished at smaller profit or if, as the rumors have it, rates must go up.

Kaiser care is the only health protection which many union members now have—another reason why their unions should have some say as to the validity of the rates charged for that care.

During the strike, the emergency meeting of unions and health trust fund representatives which urged that labor demand representation in Kaiser's governing bodies, also recommended a study of alternative care to Kaiser.

One proposal, which got an enthusiastic reception at the meeting, was for a study of the feasibility of setting up labor's own health care plan over which labor would have direct control.

Labor is certainly big enough to consider such a self-insured plan as an alternative to its present choice among commercial insurance, Blue Cross-Blue Shield and such group arrangements as Kaiser. Unionists, whose health and welfare dollar goes to these care setups, can legitimately demand a say in the costs, quality and coverage of the care their health and welfare funds provide, and perhaps labor's own plan would be the best answer.

The Alameda County Central Labor Council which initiated the call for labor representation in Kaiser decisions and for a study of alternative health care, does not intend to let the subject drop.

The strike has shown that, whatever the value of Kaiser care, the Kaiser health organization is not so sacred that working people should not question the terms under which it is rendered.

Whatever ultimately results from such questioning, we think it is a constructive move. The objective is, of course, more and better health care at reasonable cost for the millions of union members whose unions have won them employer-paid health and welfare coverage, and more and better health care for the community at large.

Credit bureau reform needed

The revelation of Senator Philip A. Hart's subcommittee investigation into credit bureau operations clearly demand new consumer legislation to protect you from quite unjustified loss of credit or even denial of a job.

There is a bit of irony in subcommittee testimony that some victims have suffered because of the tyranny of the computer. Once given wrong information, the computer continues to stand by it and it is almost impossible to reverse its judgment, witnesses told Senator Hart's investigation.

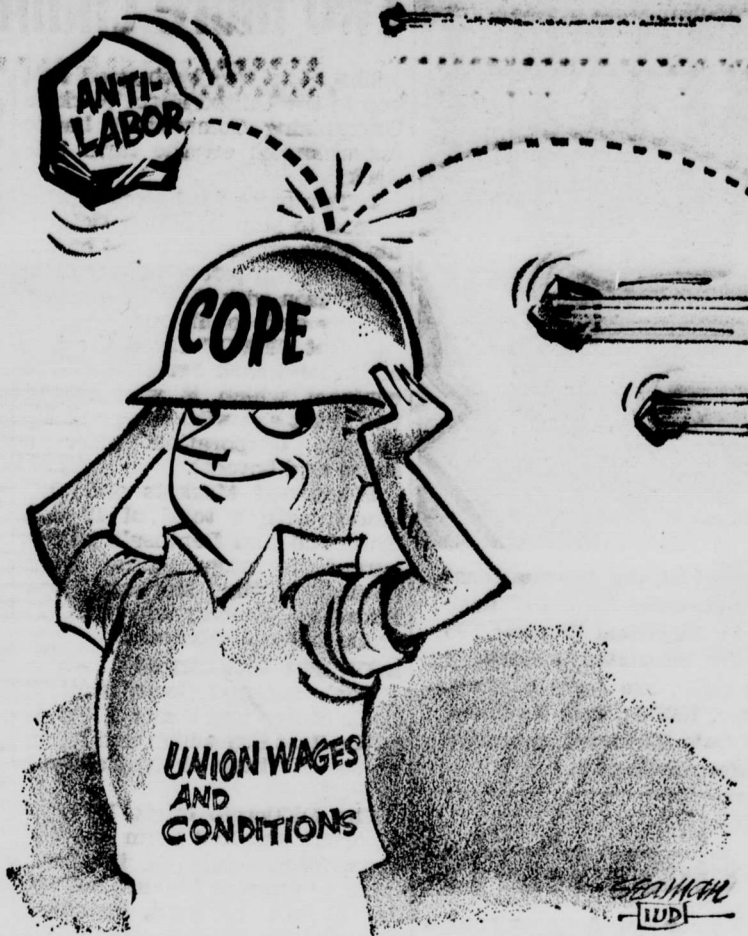
The godlike assumption of authority by the computer has had bad effects in other areas of life, none worse perhaps than its unjust victimization of borrowers. We undoubtedly couldn't get along without the electronic brain contingent but a little more human checks and balances on them are necessary in some areas.

Senator William Proxmire has promised legislation which will put curbs on arbitrary or incorrect credit ratings and control publication of such ratings to prevent the harm that their dissemination has caused in previous instances.

The fact that incorrect credit bureau data goes to employers as well as to lenders and credit sellers makes such legislation doubly important, since erroneous credit information may bar a working person from a job for which he actually qualifies.

We hope that Congress and the new President will see eye-to-eye with Congressional consumer champions on the need for protection in the area of credit ratings.

"Safety Hat"



SIXTH UNFAIR CHARGE ON J. P. STEVENS UPHELD

J. P. Stevens & Company, Inc., deliberately reduced the volume of cotton moving into a warehouse to give itself an excuse for laying off Textile Workers Union supporters, a National Labor Relations Board trial examiner has ruled.

That decision marked the sixth straight time since 1966 that unfair labor practice charges have been upheld against Stevens, a major textile supplier to the government.

UPHELD BY COURT

The United States Supreme Court has sustained two of the rulings. Three are awaiting court decision on appeals.

Trial Examiner Owsley Vose concluded after hearing the latest charges that Stevens "deliberately changed its past methods of doing business so as to be able to reduce the volume of cotton moving" into and out of the company's Black Hawk warehouse at Greenville, S.C.

The purpose, he found, was "to have an excuse for laying off a substantial number of the group of employees which . . . the company had heard contained the largest number of union supporters, namely the warehouse employees."

Vose said that, though its Black Hawk warehouse was only about half full in September of 1967, Stevens "commenced consigning the great bulk of its shipments" from cotton states to an independently owned public warehouse in Greenville, thence to its cloth-making plants.

SHIFTED CARS

That month Stevens consigned 73 of the 88 carloads of cotton shipped from the south to Greenville for warehousing at the independent warehouse, the examiner related.

"Earlier in 1966 and 1967, almost all the cars placed at the (private) warehouse had originally been consigned to Black Hawk."

"However, apparently realizing that it did not make sense to consign cotton to Commodity (the independent warehouse) when it had plenty of space available at Black Hawk, and when its own warehouse staff was comparatively idle, Stevens had 37 of the 73 cars originally consigned to Commodity switched to its own warehouse, the examiner related."

The remaining 38 cars comprised a "significantly larger

number of cars than Stevens had previously had Commodity handle," Vose said, citing the record of shipments.

LAYS OFF 20

Next Stevens increased its use of warehouses at Gulfport and Clarksdale, Mississippi, instead of Black Hawk, and at the same time laid off 20 Black Hawk employees to bring the warehouse workers to 28 — a reduction in force of unprecedented size.

And just before the eligibility period for voting in the NLRB election expired, Stevens hired three new shop employees, Vose noted. The shop employees, who repair equipment, are mainly white and the warehouse workers predominantly black, according to the report.

An NLRB agent who conducted the representation election at Greenville challenged the ballots cast by 14 of the laid-off employees, and thus prevented the union from claiming a majority.

The examiner ruled that the 14 employees, and three others laid off after the election, were discriminatorily discharged in violation of the law. Vose found that they continued to retain their status as employees, and were entitled to vote in the election.

He recommended that the challenges be overruled, and the regional director open and count the ballots of the 14 workers laid off before the vote; that the union be certified as the bargaining agent for warehouse employees if it wins a majority of the valid votes cast; or if it does not win a majority, that the election be set aside and a new election be conducted.

Vose also recommended that all the laid-off workers be reinstated to their jobs and be made whole for lost pay, plus 6 per cent interest for the time they lost from work.

Vose's report goes to the board for review if the company files exceptions, as it has in all the preceding cases. The first two of five NLRB findings against Stevens were refused review by the U. S. Supreme Court. All have this NLRB judgment in common.

Economic justice

"Believe me, economic justice is a local need and it must come soon."—Burt W. Griffin, Director, OEO Legal Services Program.

OPINIONS

You Write 'Em . . .

We Run 'Em!

MRS. FONG WRITES THANKS TO VOTERS

Editor, Labor Journal:

I wish to take this opportunity to express my appreciation to the voters of the 15th Assembly District for reelecting me as a member of the California State Assembly. I am grateful for the trust placed in me by the people of the 15th Assembly District. I have tried to act so as to deserve that trust. I shall continue to work so as to retain that trust.

One does not participate in public life for very long without being struck by the fact that government, for many people, is remote, irrelevant, unresponsive and irresponsible. In my twelve years in elective public office, I have come across many people who feel powerless, helpless and hopeless in the face of decisions made in city hall, county government, Sacramento and in Washington.

My main concern in politics has been and will continue to be to make government more meaningful, more personal, more representative. I shall continue in my efforts to make state government more visible, more personal, more responsive to the people of the 15th Assembly District.

In response to the vote of confidence for my candidacy, I recommit myself to the task of bringing government and the people closer together, of making a reality of the ideal that the people are the government, the government is the people.

MARCH K. FONG.

DESCRIBES CAUSES OF YOUTH REVOLT

Editor, Labor Journal:

Since the older generation has had the power and authority to control the destinies of the world (if such is possible), the present universal turmoil indicts it.

One of the philosophers has said, paraphrased, "The only permanent thing in life is change." From all aspects of the present we don't apparently apprehend such an axiom.

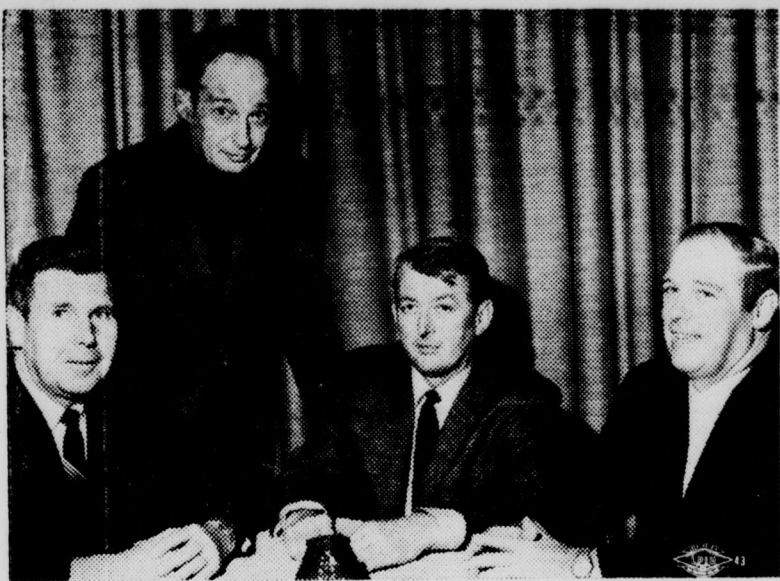
At present, students all over the world are in revolt against established academic programs. Why should this be on a universal basis? When we establish policies which, with time, become static, cannot we anticipate their unsuitability for modern and current usage?

One topic of utmost concern, to the youth of today is the Viet Nam struggle. Others are expected conformity to accepted doctrines, obedience to authority as represented by our courts, the military, police and all of the administrative forces.

We realize, all of these are necessary for orderly and civilized procedures, but what of the hypocrisy, deceit and perpetuation of materialism the young have been confronted with in our time? We, of most Protestant persuasions, have long believed in the inevitability of the prophecies of Revelations, regarding "Wars and rumors of wars," and others, but the writer feels that if the Diety did not want man to be in partnership with Him, man would not have been given sufficient intelligence as to appear to give some direction to his own destiny.

If we are to build a decent world to live in the writer prays for less authoritarianism, racial prejudices, snobbishness, deceit, hypocrisy in high places, and a more genuine concern for moral and spiritual values.

NAT DICKERSON,
UC Employees 371



CHARLES PILLARD, left, new president of the International Brotherhood of Electrical Workers, addressed 36 IBEW business managers at a luncheon given by Electrical Workers 595 and the National Electrical Contractors Association's Alameda County section. With Pillard, left to right, are Jerry Gizdich, president, Northern California chapter, NECA; Tom Sweeney, business manager of IBEW 595, and Dale Kirkland, executive manager of the NECA, Northern California chapter.

Union economics class starts Jan. 23; 2nd course in April

Alameda County labor will start 1969 with the first of two new labor education courses to help union members and officers understand the economic and community background of labor activity.

The course in "Economics for Trade Unionists" is sponsored by the Alameda County Central Labor Council in cooperation with the University of California Center for Labor Research and Education.

FIRST CLASS

It will open at 7 p.m. Thursday, January 23, in the William Fee Room of the Labor Temple at 2315 Valdez Street, Oakland. Sessions, from 7 to 9 p.m. on Thursday evenings, will continue for eight weeks.

Labor's second 1969 course, also under CLC sponsorship in cooperation with the UC labor center, covers "Collective Bargaining and the Legislative-Community Goals of Organized Labor."

It opens April 3 and sessions will also be held from 7 to 9 p.m. for eight Thursdays in the Fee Room.

Both courses are limited to members and officers of unions. A \$5 registration fee will be charged for each. Checks for the fee, made out to "Regents of the

University of California," and registration forms should be sent to the Central Labor Council at 2315 Valdez Street, Oakland, as soon as possible. Further information may be obtained from the Labor Council, 444-6510, or the UC Labor Center, 642-0323.

The course in economics, opening January 23, will be taught by UC Labor Center Director Don Vial and will emphasize the economic background against which collective bargaining takes place. It is to cover the workings of the economy, government and business roles in controlling production resources, the changing character of industry and other economic factors.

The collective bargaining course, starting April 3, will be taught by Bruce Poyer of the Labor Center staff and will emphasize labor's functioning in the legislative arena and the community labor objectives and other aspects of labor's relationship to the whole community.

Kaiser withdraws grievance against Office Employees

Kaiser management has withdrawn its grievance against Office & Professional Employees 29 over white collar workers' support of striking Hospital Workers last month.

Local 29 members respected picket lines at Oakland, Hayward and Berkeley Kaiser health facilities during Hospital Workers 250's walkout.

Settlement of that dispute was contingent on no reprisals by Kaiser against unions or individuals for respecting picket lines.

Meanwhile, Kaiser told Local 29 that all white collar workers who reported to work December 24, the day after the strike ended, would be paid even if they were sent home.

But Business Agent Joe Needham said, there may be some union grievances over Kaiser's action in informing a number of members not to go to work.

Some were not recalled until December 26 on Kaiser's claim that work was not available in the strike-ending transition period. But, Needham said, several departments had told him that work was available.

Although top Kaiser officials told the union to inform workers to return December 24, hospital and clinic heads were not informed of a callback, he added.

Two more chains observe grape boycott

The news was both good and bad in the United Farm Workers Organizing Committee's battle for unionism on the farm this week:

1. Two more food store chains agreed to stop handling California table grapes produced by big growers who refuse to recognize or bargain with UFWOC for better pay and conditions.

2. But UFWOC faced the loss of its landmark agreement—the contract which it won almost two years ago with the giant DiGiorgio Corporation after a strike and boycott.

Brentwood Markets and QFI stores, with a total of 17 San Francisco and Peninsula stores, agreed to stop selling table grapes, Kathy Murguia, San Francisco director of UFWOC's grape boycott, disclosed.

BOYCOTT PROGRESS

Their action followed that of Louis Stores and P and X Stores in the East Bay which had taken grapes off their shelves a week earlier.

The DiGiorgio crisis, UFWOC reported, resulted from the big corporation's sale of its farm lands to growers who are not under UFWOC contract, including vineyardists against whom UFWOC has been striking for three years.

Because arbitrator Sam Kagel

Simple solution-- just let them vote

Bishop Floyd L. Begin of the Roman Catholic Oakland Diocese came up with a suggestion for peace in the three-year-old Delano grape strike—let workers vote on whether they want to have a union.

Growers, who won't deal with the United Farm Workers Organizing Committee, say farm workers don't want union representation but won't test that by a vote.

That refusal, said Bishop Begin, "can only question the integrity of the growers' contention . . ."

Whenever farm workers have been allowed to vote, they have given UFWOC heavy majorities.

somewhat inexplicably ruled out a "successor clause" which would have made the DiGiorgio terms binding on future owners of DiGiorgio ranches, the buyers will not be covered.

UFWOC predicted it wouldn't relinquish its agreement without a battle. Without specifying tactics, the farm union said it

would launch "non-violent experimentation."

FIGHT FOR PACT

"You can expect a large number of people to go to jail," said a union spokesman.

On another front, UFWOC protested Bank of America's failure to negotiate for a union contract as owner of 5,000 acres of table grapes near Delano.

UFWOC said it had drawn out accounts it had with the bank and recommended its members do the same.

The union reported that, after the bank had purchased the land, it had agreed to meet with UFWOC, then reneged because it was not obligated to bargain with farm workers under their exclusion from the National Labor Relations Act.

LANDMARK CONTRACT

The DiGiorgio contract was a turning point in UFWOC's campaign for union pay and conditions in agriculture. It followed a vigorous boycott effort. Former Governor Edmund G. "Pat" Brown detailed nationally-known mediator Ronald Haughton to seek peace and DiGiorgio agreed to representation elections.

UFWOC won representation hands-down and the contract was drawn in negotiations followed by arbitration by Kagel of unsettled points.

Here is Cal. labor's social insurance program

Unemployment and disability insurance and workmen's compensation programs badly need improvements to give adequate protection to working people, and the California Labor Federation's program for this year's Legislature spells them out.

Here are highlights of the federation's jobless insurance program:

- Extend coverage to farm workers, employees of non-profit agencies and government and domestic workers.

- Extend benefits to a uniform 39 weeks duration and provide adequate benefits by raising taxable wage base for jobless insurance to \$15,000 instead of the skimpy \$3,800 to \$4,100 on which employers now pay.

- Amend current provisions of the Unemployment Insurance Code that permit employers to deny jobless benefits to a laid-off worker who has seniority by arbitrarily calling the worker to work shortly before a trade dispute is about to begin and then denying him jobless benefits when the worker refuses to cross a picket line.

- Amend the code to eliminate the disqualification of a worker from jobless benefits if the worker's cessation of employment during a trade dispute is due to an employer's unfair labor practice. In addition, it will seek to limit other disqualifications from UI benefits to not more than five weeks.

- Among disability insurance improvements to be sought are measures to:

- Provide pregnancy benefits.
- Increase the taxable wage base and provide for an escalator

Cal. labor drafts legislative plans

Continued from page 1

fair, adequate and non-discriminatory.

- Permit University of California employees to authorize payroll deduction of dues to bona fide labor organizations.

The federation conceded that there would be tough opposition be selfish special interests, but said Secretary Thomas L. Pitts:

"The various bills in this program would clearly contribute to a more stable economy and greater economic security for the state's workers."

clause to assure automatic benefit increases based on increases in average weekly wages.

- Repeal the harsh provisions that deny disability benefits to workers disabled by off-the-job disabilities because their employer is involved in a trade dispute.

- Extend disability coverage to all workers who aren't covered.

The federation's workmen's compensation program is for legislation to:

Corporate education threat hit at Cal. Teachers meet

A warning of an attack on education by corporate industry as it moves into the field, was sounded by David Selden, president of the American Federation of Teachers, at the state teachers union convention in San Diego last weekend.

Humanistic values in education are in danger of being destroyed, learning is contracted out to big business, he declared. Chrysler Corporation's contract with a Detroit area school district is an example of the "assembly line education" our youngsters could get from such an approach, Selden said.

In other convention action, strong support was pledged to striking San Francisco State College students and to faculty members, who have applied for strike sanction.

Delegates condemned Governor Ronald Reagan, State Schools Superintendent Maxwell Rafferty, Assembly Speaker Jesse Unruh, State College Chancellor Glenn Dumke and San Francisco State College Acting President S. I. Hayakawa for not implementing minority students' demands.

A majority of delegates supported mediation efforts initiated by the San Francisco Labor Council in an attempt to settle the complex campus dispute.

The situation at San Francisco State was "at absolutely dead center" until labor's mediation move, John Sperling, head of the Teacher's Union State college division, said.

Also, a new union platform called for sweeping reforms in education, including:

- Alliances of teachers, community leaders, parents and students to improve education.

- Increase maximum weekly benefit amounts for both temporary and permanent disabilities.

- Assure injured workers full free choice of physicians.

- Provide death benefits in the form of pensions to widows and dependent children.

- Provide for retroactive payment for the first week of disability if the disability exceeds 25 instead of 49 days.

- Special minority history instruction in all grades.

- Abolition of grading in favor of a system which allows for individual growth.

- Free meals to needy students, particularly ghetto community youngsters who come to school hungry in the morning.

EBMUD union in move for strike

Continued from page 1

District negotiators offered Local 444 recognition as representative of its own members—a right the union already has—but not as a union of district employees, the designation necessary for a collective bargaining agreement with the district.

Instead, management spokesmen indicated approval for a "memorandum of agreement" to be worked out with lower echelon brass, submitted to the general manager who then could decide whether or not to pass it on to the directors. Such an agreement would be subsidiary to personnel rules established unilaterally by the district, said Local 444.

Management representatives at Thursday's meeting were to include the district's general manager and two members of the district board. Said AFSCME International Representative Cliff Sanders:

"If they aren't willing to negotiate an agreement, we'll have to ask sanction and do what has to be done to get a written contract."

"We want recognition as a union of district employees."

Hearst advertiser boycott pressed

Continued from page 1

lisher George A. Hearst, Jr., to stop the certification vote had been rejected by a Los Angeles federal judge.

The judge said he was "very reluctant" to interfere with the democratic process of voting.

Labor's boycott against Hearst scored again when the scab-run Herald-Examiner cut its advertising rates for the first time in its history. The former biggest-circulation afternoon daily in the nation slashed rates from 20 to 25 cents a line because of its huge circulation loss.

Barney Peterson of San Francisco, an American Newspaper Guild international vice president and Guild advertiser boycott coordinator, explained the concentration on Penney in a letter to Guild locals:

"It's time to quit pussyfooting with the J. C. Penney Company, for Penney's is the major advertiser-sustainer of Hearst's efforts to outlast his striking employees' unions' resources and legal standing as bargaining agents at the Herald-Examiner."